October 2009

Bargaining Update

Summary of Key Alberta Labour Activity

Bargaining Update provides a summary of key labour settlements and disputes, economic trends and other factors or events relevant to the Alberta labour scene.

Government of Alberta

Alberta

Freedom To Create. Spirit To Achieve.

Bargaining Update

Introduction

Bargaining Update provides information about the unionized workforce, primarily in Alberta. There are approximately 1,982,100[1] Albertans employed, of which about 349,800 are self-employed. The unemployment rate nationally has decreased slightly to 8.4 % with a net gain of 30,600 jobs. Decreases in unemployment were primarily due to increases in full-time employment. Unemployment in Alberta decreased from 157,700 to 151,900, moving from 7.4% to 7.1%. There are approximately 410,000 Albertans covered by union agreements. Alberta's union coverage rate is 25.1% while nationwide the union coverage rate is 31.9%[2].

[1]Seasonally adjusted

[2]Statistics Canada Labour Force Survey (LFS)

Highlights

The tentative agreement, reached with the assistance of the Disputes Inquiry Board, between Dynalife$_{dx}$ Laboratories in Edmonton, Fort McMurray, and other northern Alberta locations, and the HSAA, has been ratified by both parties. Ratified agreements have been reached between the City of Calgary and the Police Association, and the City of Lethbridge and the Fire Fighters, Local 237.

Quarterly Public and Private Sector Settlement Trends in Alberta

Number of Employees Covered by Ratified Collective Bargaining Agreements

Year	2007					2008					2009			
Quarter	1	2	3	4	Total	1	2	3	4	Total	1	2	3 *	Total
Public	5,896	6,534	49,525	12,848	74,803	27,557	6,879	29,939	25,100	89,475	3,543	4,560	166	8,269
Private	4,579	7,367	12,648	17,001	41,595	21,678	13,722	5,733	10,488	51,621	2,915	5,058	408	8,381
All	10,475	13,901	62,173	29,849	116,398	49,235	20,601	35,672	35,588	141,096	6,458	9,618	574	16,650

Average Annual Wage Change %

Year	2007					2008					2009			
Quarter	1	2	3	4	Total	1	2	3	4	Total	1	2	3 *	Total
Public	3.9	3.8	4.9	2.3	4.3	2.0	4.2	4.2	4.4	3.6	2.5	2.8	0.0	2.6
Private	4.0	5.7	6.7	6.0	5.9	3.7	4.6	4.4	4.9	4.3	2.6	1.4	1.7	1.8
All	3.9	4.8	5.2	4.4	4.9	2.8	4.4	4.2	4.6	3.8	2.5	2.1	1.2	2.2

* year-to-date

Note:
Employee counts may change over the term of the Collective Bargaining Agreement (CBA). The number of employees covered by an agreement is based on the number of employees reported when a CBA is filed. Settlement data reflects the percent change in wages over the term of the agreement.

Wage change percentages are weighted. Details of the calculation methodology can be obtained from the Data Development and Evaluation Branch of Alberta Employment and Immigration by calling (780) 427-8531

Wage Settlements In Alberta By Industry – 2007 to 2009 October

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Accommodation And Food Services					
2009	0	0	0.0	0.0	0.0
2008	6	632	36.7	4.3	15.6
2007	6	959	51.4	2.7	12.4
Administrative And Support, Waste Management And Remediation Services					
2009	3	329	35.0	2.1	6.2
2008	2	145	30.6	3.9	11.2
2007	6	415	39.8	5.3	19.1
Agriculture, Forestry, Fishing And Hunting					
2009	0	0	0.0	0.0	0.0
2008	0	0	0.0	0.0	0.0
2007	0	0	0.0	0.0	0.0
Arts, Entertainment And Recreation					
2009	7	340	34.9	0.9	2.8
2008	2	2	12.0	0.0	0.0
2007	9	780	33.0	5.9	16.5
Construction					
2009	13	3,943	25.9	0.8	1.7
2008	18	9,381	43.6	5.6	22.3
2007	41	28,216	44.9	6.2	25.6
Educational Services					
2009	8	739	27.8	1.1	3.1
2008	82	38,873	50.8	2.2	8.8
2007	35	16,916	39.8	2.4	6.7
Finance And Insurance					
2009	0	0	0.0	0.0	0.0
2008	2	9	36.0	5.7	18.0
2007	1	1,890	24.0	7.3	15.1
Health Care And Social Assistance					
2009	32	3,524	34.8	3.3	9.9
2008	52	58,632	38.3	4.7	15.3
2007	52	30,206	34.4	4.7	14.4
Information And Cultural Industries					
2009	3	827	25.1	2.8	6.1
2008	1	55	24.0	7.3	15.1
2007	7	271	33.2	4.0	11.2
Management of Companies And Enterprises					
2009	0	0	0.0	0.0	0.0
2008	0	0	0.0	0.0	0.0
2007	0	0	0.0	0.0	0.0

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change	
				Weighted Average Annual	Total Over Duration
Manufacturing					
2009	5	526	26.9	1.2	2.8
2008	28	3,356	35.0	5.3	15.5
2007	50	4,183	34.1	4.8	14.0
Mining And Oil And Gas Extraction					
2009	2	558	50.0	2.2	10.5
2008	2	2,750	58.5	3.1	16.0
2007	3	2,477	32.3	7.1	20.4
Other Services (except Public Administration)					
2009	5	102	22.8	2.2	4.2
2008	9	291	25.5	4.7	10.5
2007	6	236	29.5	5.9	13.5
Professional, Scientific And Technical Services					
2009	0	0	0.0	0.0	0.0
2008	1	75	36.0	1.3	4.0
2007	1	4	33.0	0.0	0.0
Public Administration					
2009	22	5,494	29.0	2.8	6.7
2008	26	4,300	33.9	4.4	12.9
2007	30	23,204	35.4	4.7	14.6
Real Estate And Rental And Leasing					
2009	0	0	0.0	0.0	0.0
2008	2	40	29.7	7.6	20.3
2007	1	73	24.0	10.1	21.3
Retail Trade					
2009	0	0	0.0	0.0	0.0
2008	11	15,421	43.0	3.1	12.8
2007	2	104	36.0	3.7	11.4
Transportation And Warehousing					
2009	9	191	35.5	2.7	8.1
2008	16	1,137	36.5	6.6	21.4
2007	16	3,217	35.7	3.9	11.8
Utilities					
2009	2	77	26.0	2.2	4.9
2008	9	4,421	24.3	3.0	6.2
2007	12	3,175	30.4	5.8	15.5
Wholesale Trade					
2009	0	0	0.0	0.0	0.0
2008	6	1,566	42.5	4.7	21.2
2007	2	72	24.0	5.7	11.7

Alberta Settlements

(Note: Settlements presented in this section are selected from those with 100 or more employees.)

Employer	Union	No. of Employees	Duration (months)	Expiry Date	Terms
Academic					
Olds College	AUPE	167	24	June 30, 2011	1st year 4.0% 2nd year wage reopener
Calgary Board of Education (Public School District)	Bargaining Council of the CBE – Skills Trade Unions	150	24	January 31, 2011	1st year 4.0% 2nd year 3.5%
Health Care					
Dynalife$_{dx}$ Laboratories	HSAA	827	36	March 31, 2012	1st year 4.0% 2nd year 4.0% 3rd year wage reopener
Public Administration					
City of Lethbridge	Firefighters, Local 237	137	24	December 31, 2010	1st year 6.0% 2nd year 5.5%
City of Medicine Hat	CUPE, Local 46	600	24	December 31, 2010	1st year 4.5% 2nd year 4.5%
Regional Municipal District of Wood Buffalo	Firefighters, Local 2494	137	36	December 31, 2010	1st year 7.0% 2nd year 5.5% 3rd year 5.5%
City of Calgary	Police Association	1,800	24	January 4, 2011	1st year 5.75% 2nd year 4.5%

Major Negotiations Underway

Employer	Union	No. of Employees	Expiry Date	Details
Public Sector				
Parkland Community Living	AUPE	460	First Agreement	Negotiations continue.
Good Samaritan Society	AUPE	120	30-Jun-09	Negotiations continue.
Mount Royal College	Support Staff Association	540	30-Jun-09	Negotiations continue.
Red Deer College	Support Staff Association	250	30-Jun-09	Negotiations continue.
Norquest College	Faculty Association	325	30-Jun-09	Negotiations continue.
Norquest College	AUPE	230	30-Jun-09	Negotiations continue.
Keyano College	Faculty Association	130	30-Jun-09	Negotiations continue.
Fort McMurray Separate School Division	Support Staff Association	160	31-Aug-08	Negotiations continue.
ATB Financial	AUPE	1,600	31-Mar-08	Negotiations continue.
Alberta Research Council	AUPE	255	31-Mar-08	Negotiations continue.
City of Edmonton	Police Association	1,450	24-Dec-08	Negotiations continue.
City of Lethbridge	CUPE, Local 70	627	31-Dec-08	Negotiations continue.
City of Calgary	Firefighters, Local 255	1,197	31-Dec-08	Negotiations continue.
Private Sector				
Old Dutch Foods Ltd. (Calgary)	UFCW, Local 401	181	16-May-08	Strike/Lockout.
Hinton Wood Products	CEP, Local 855	636	31-May-08	Negotiations continue.
Canada Safeway – Lucerne Foods Meat Plant (Calgary)	UFCW, Locals 373A/401	500	31-Aug-08	Negotiations continue.
Westfair Foods Ltd. – Western Grocers Division	Miscellaneous Employees (Teamsters), Local 987	353	01-Jan-09	Negotiations continue.
Waste Services (CA) Inc.	CAW, Local 4050	170	29-Jun-09	Negotiations continue.
Construction Labour Relations – Refrigeration Maintenance	Plumbers, Local 488	400	30-Apr-11	Negotiations continue on wage reopener.

Recent Settlements in Other Jurisdictions

Employer	Union	No. of Employees	Duration	Expiry Date
Public Sector				
British Columbia				
City of Prince George	IAFF, Local 1525	117	39	March 31, 2010
Terms: 1st year 3.5%, 2nd year 5.0%, 3rd year 5.0%				
Source: Business Council of B.C., "BC Bargaining Database", July 2009.				
Ontario				
County of Norfolk	CUPE (inside and outside workers)	333	48	December 31, 2011
Terms: 1st year 3.0%, 2nd year 3.0%, 3rd year 3.0%, 4th year 3.0%				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", November 2008.				
Toronto District School Board	CUPE, Local 4400	15,765	48	August 31, 2012
Terms: 1st year 3.0%, 2nd year 3.0%, 3rd year 3.0%, 4th year 3.0%				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", December 2008.				
Toronto Police Services Board	Police Association	8,041 (uniform and civilian employees)	36	December 31, 2011
Terms: 1st year 3.3%, 2nd year 3.3%, 3rd year 3.3%				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", December 2008.				
Council of Academic Hospitals of Ontario (CAHO)	Professional Association of Interns and Residents of Ontario (PAIRO)	3,300	36	June 30, 2011
Terms: 1st year 2.0%, 2nd year 3.0%, 3rd year 3.0%				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", January 2009.				
Government of Ontario	OPSEU	33,785	48	December 31, 2012
Terms: 1st year 1.75%, 2nd year 2.0%, 3rd year 2.0%, 4th year 2.0%				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", February 2009.				
Canada				
Treasury Board of Canada	Professional Institute of the Public Service of Canada	188	48	September 30, 2010
Terms: 1st year 2.5%, 2nd year 2.3%, 3rd year 1.5%, 4th year 1.5%				
Source: Business Council of B.C., "BC Bargaining Database", July 2009.				
Private Sector				
British Columbia				
Canadian Linen and Uniform Service	Teamsters, Local 213	110	60	February 28, 2013
Terms: 1st year 2.5%, 2nd year 3.0%, 3rd year 3.0%, 4th year 3.0%, 5th year 3.0%				
Source: Business Council of B.C., "BC Bargaining Database", July 2009.				
Ontario				
Hostess Frito-Lay Co. (Cambridge)	Steelworkers, Local 4610	520	36	January 02, 2012
Terms: 1st year 2.5%, 2nd year 3.0%, 3rd year 3.0%				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", January 2009.				
Woodbine Entertainment Group (Toronto and Campbellville)	CAW, Local 2007	481	36	December 31, 2011
Terms: 1st year 2.4%, 2nd year 2.3%, 3rd year 2.3%				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", February 2009.				

Recent Labour Relations Developments in Other Jurisdictions

Manitoba

A recent riot at the Brandon Correctional Centre raised serious health and safety issues for correctional officers and inmates alike at provincial correctional facilities, says the Manitoba Government and General Employees' Union. Correctional officers have indicated that if they are not satisfied that the province can guarantee their safety at provincial jails, they may exercise their right to refuse unsafe work under the *Health and Safety Act*.

Source: NUPGE website "Brandon riot underscores need for more facilities", October 6, 2009.

Ontario

Recent announcements at Toyota plants in Cambridge and Woodstock that the automaker will cut five paid days from compensation next year and add more overtime on Saturdays has spurred a new effort by the International Association of Machinists (IAM) to unionize workers, after a failed attempt by the IAM in March, 2009.

Source: Financial Post, Nicolas Van Praet, "Toyota cuts paid days off", October 16, 2009.

Striking members of the United Steelworkers (USW), Locals 6500 and 6200 took their dispute with Vale Inco overseas, meeting a Vale customer in Sweden and asking them not to purchase copper from Vale until the dispute is settled. They also held a protest at a German port handling shipments of Vale copper to Sweden. The strike at the Sudbury mine began in July, 2009. On October 19, 2009, the Ontario Labour Relations Board began hearing a complaint against Vale Inco filed by the USW. The union is arguing that the company is undermining the union and creating an unsafe workplace by forcing over 50 non-striking members of Local 2020 who normally work in office and clerical positions to do the work of their striking peers under threat of discipline from the company. Vale Inco says it is acting within its rights.

Sources: Canadian Press, "Inco steelworkers take contract fight to Sweden", October 15, 2009, and Canadian Press, Kristine Owram, "Union, Vale Inco face off over use of replacement workers in Sudbury, Ont", October 19, 2009.

An arbitrator recently settled the OC Transpo dispute in Ottawa. The arbitrator awarded the employer the right to assemble larger blocks of work for the bus drivers to choose, a major point of contention between the City and drivers. Wages were increased 3.25% for 2008, 2.5% in 2009 and another 2.5% in 2010, with no additional sick days or special leave, and no changes to contracting work out.

Source: Ottawa Citizen, David Reevely, "What the arbitration ruling means", October 9, 2009.

Nova Scotia

Nova Scotia Community College and its 900 member faculty and staff, represented by the Nova Scotia Teachers' Union, announced a last-minute tentative agreement on October 19, 2009, averting a strike. Workers were upset the Education Department would not provide the same 2.9% wage increase and improvements to medical benefits that it gave Nova Scotia public school teachers last year. Details of the agreement are not yet known, and the deal has yet to be ratified.

Source: Chronicle-Herald, Pat Lee, "NSCC faculty strike averted", October 19, 2009.

Yukon

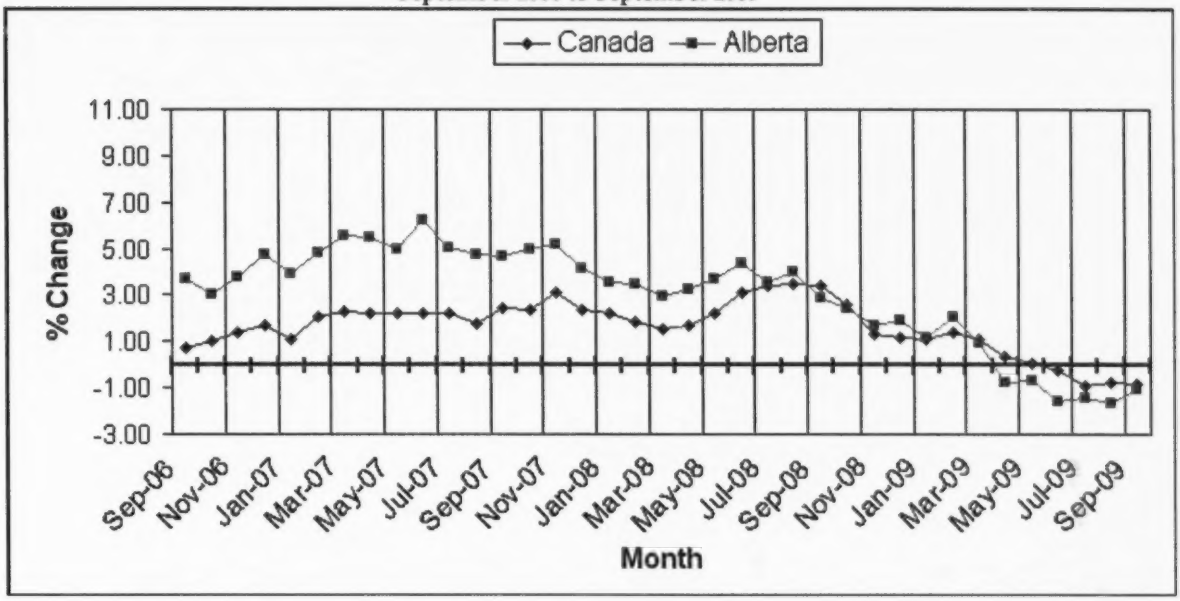
On October 16, 2009, the Yukon government and the territory's teachers union agreed to bring in a mediator to revive contract negotiations that stalled last month after government negotiators rejected the Yukon Teachers' Association's call for a nine per cent wage increase over two years. The teachers' last collective agreement, signed in 2006, expired on June 30, and kept annual salary increases between 1% and 2% per year. The government has said the Association's demand for a 4.5% salary increase in each of two years is too high.

Source: CBC news online, "Mediator to help Yukon teacher contract talks", October 16, 2009.

Consumer Price Index (CPI), Canada versus Alberta

Year over Year % Change (Monthly in CPI: Canada & Alberta (2002=100)

September 2006 to September 2009



Consumer Price Index (2002=100): Canada, Alberta, Edmonton & Calgary, 2006 to 2009

	Canada		Alberta		Edmonton		Calgary	
Year	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)
2006	109.12	2.00	112.34	3.88	112.01	3.12	111.92	4.56
2007	111.51	2.19	117.93	4.97	117.48	4.88	118.02	5.45
2008	114.11	2.33	121.63	3.14	121.39	3.33	121.79	3.20
Month (2007/2008)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)
Sep-08	115.7	3.40	122.8	2.85	122.3	2.69	123.1	3.19
Oct-08	114.5	2.60	121.5	2.45	121.3	2.54	121.8	2.61
Nov-08	114.1	1.33	121.6	1.67	121.4	1.76	122.0	1.92
Dec-08	113.3	1.16	121.2	1.93	121.0	2.02	121.8	2.35
Jan-09	113.0	1.07	120.2	1.18	120.2	1.43	120.7	1.51
Feb-09	113.8	1.43	121.5	2.10	121.5	2.36	121.9	2.35
Mar-09	114.0	1.06	120.9	0.92	120.9	1.17	121.3	1.08
Apr-09	113.9	0.35	120.4	-0.74	120.5	-0.58	120.8	-0.33
May-09	114.7	0.09	121.4	-0.65	121.6	-0.25	121.5	-0.65
Jun-09	115.1	-0.26	122.0	-1.61	122.2	-1.21	122.1	-1.45
Jul-09	114.7	-0.95	121.5	-1.46	121.8	-1.46	121.6	-1.14
Aug-09	114.7	-0.78	122.0	-1.69	122.1	-1.21	122.1	-1.85
Sep-09	114.7	-0.86	121.5	-1.06	121.7	-0.49	121.6	-1.22

Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

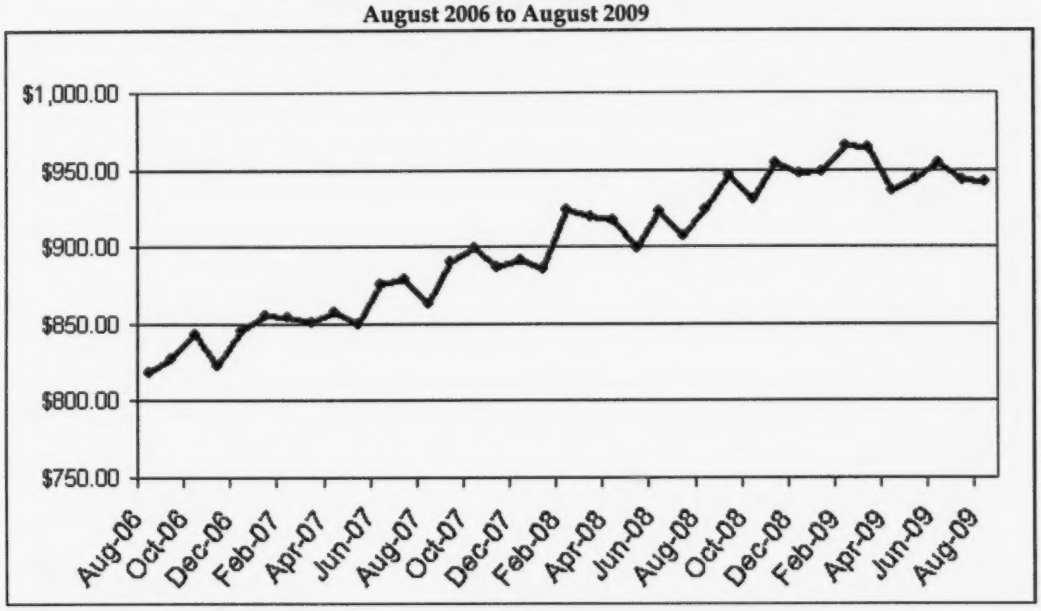
Year over Year % Change (Monthly) - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Average Weekly Earnings Alberta (AWEA)

Year over Year Change (Monthly in AWEA*)

August 2006 to August 2009



Monthly AWEA		
		Yr. Over Yr. % Change (Monthly)
Aug-08	$923.47	6.98
Sep-08	$946.70	6.41
Oct-08	$930.75	3.54
Nov-08	$954.05	7.56
Dec-08	$947.61	6.33
Jan-09	$947.96	7.02
Feb-09	$965.26	4.46
Mar-09	$964.08	4.82
Apr-09	$936.30	2.07
May-09	$943.78	4.91
Jun-09	$954.57	3.41
Jul-09	$943.38	4.07
Aug-09	$941.80	1.98

Yearly AWEA		
		Yr. Over Yr. % Change (Annual)
2004	$741.06	3.32
2005	$783.90	5.78
2006	$823.35	5.03
2007	$871.06	5.79
2008	$923.21	5.99
2009**	$949.64	2.86

*The average weekly earnings for Alberta (based on the Statistics Canada Survey of Employment, Payrolls and Hours), unadjusted for seasonal variation, by type of employee for selected industries classified using the North American Industry Classification System (NAICS), monthly (Dollars) (281-0026).

**Year to date.

Year over Year % Change (Annual) - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100

Year over Year % Change (Monthly) - (Current month AWEA - Same month previous year AAWE) / Same month previous year AWEA x 100

Source: Statistics Canada, table 281-0026

Union Name Listing

ATA – Alberta Teachers' Association
ATU – Amalgamated Transit Union
AUPE – Alberta Union of Provincial Employees
AWIU – International Association of Heat and Frost Insulators and Allied Workers
Bakery Workers – Bakery, Confectionery and Tobacco Workers International Union
Boilermakers – International Brotherhood of Boilermakers, Ironship Builders, Blacksmiths, Forgers, and Helpers
Bricklayers – International Union of Bricklayers and Allied Craftsworkers
CAAMSE – Central Alberta Association of Municipal School Employees Union
Carpenters – United Brotherhood of Carpenters and Joiners of America
CAW – Canada National Automobile, Aerospace, Transportation and General Workers Union of Canada
CEP - Communications, Energy and Paperworkers Union
CLAC – Christian Labour Association of Canada
Communications Workers – Communications Workers of North America
COPE – Canadian Office and Professional Employees Union
CSU 52 – Civic Service Union 52
CUPE – Canadian Union of Public Employees
CWA-SCA – Media and Communications Workers of America (Canada)
Elevator Constructors – International Union of Elevators Constructors
GCIU – Graphics Communications International Union
Glass, Molders, Pottery, Plastics – Glass, Molders, Pottery, Plastics and Allied Workers International Union
Glass Workers – Aluminum, Brick and Glass Workers International Union
HSAA – Health Sciences Association of Alberta
IAFF – International Association of Firefighters
IATSE – International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada
IBEW – International Brotherhood of Electrical Workers
Iron Workers – International Association of Bridge, Structural and Ornamental Iron Workers
IUOE – International Union of Operating Engineers
Labourers – Labourers' International Union of North America
Machinists – International Association of Machinists and Aerospace Workers
Mine Workers – United Mine Workers of America
Musicians – American Federation of Musicians of the United States and Canada
NASA – Non-Academic Staff Association
Painters – International Brotherhood of Painters and Allied Trades
Plasterers/Cement Masons – Operative Plasterers and Cement Masons International Association of the United States and Canada
Plumbers – The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada
PPWC – Pulp, Paper and Woodworkers of Canada
PSAC – Public Service Alliance of Canada
SEIU – Service Employees International Union
Sheet Metal Workers – Sheet Metal Workers International Association
Teamsters – International Brotherhood of Teamsters
TWU – Telecommunications Workers Union
UFCW – United Food and Commercial Workers
UNA – United Nurses of Alberta
UNITE HERE – Union of Needletrades, Industrial and Textile Employees and Hotel Employees and Restaurant Employees
USW – United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union

Please note that industry associations may not appear in the above listing.